

## Ráðstefna doktorsnema á Félagsvísindasviði

Föstudaginn 14. september 2018 kl. 12:30-16:30

Esju II á Hótel Sögu

**12:30-12:40** Setning ráðstefnu. Daði Már Kristófersson, forseti Félagsvísindasviðs.

**12:40-13:10** Ragna Kemp Haraldsdóttir, doktorsnemi í upplýsingafræði: „The process is quite difficult“: On personal knowledge registration due to the Equal Pay Standard. Leiðbeinandi: Jóhanna Gunnlaugsdóttir.

The purpose is to examine how the Icelandic Equal Wage Standard and its legislation has impacted the registration, access and use of personal knowledge in organizations. The study explains what preparations organizations have taken to implement the standard. It also casts light on whether and what information on personal knowledge is being registered now, due to auditing and legal requirements, different from before. Simultaneously, this paper examines how Icelandic organizations are balancing different, and perhaps opposite, registration and protection requirements of personal knowledge due to the prerequisites of the General Data Protection Regulations (GDPR).

The analysis is based on a comparison of multiple-cases containing semi-structured interviews with professionals from human resources (HR), education and training and information and records management and a documentary analysis on the Equal Pay Standard, the Icelandic Act on Gender Equality No. 10/2008 and on public documentary and media coverage.

The findings indicate that most organizations had not taken the necessary steps to prepare for the implementation of the standard. This is concerning as public organizations in Iceland with more than 250 employees must have implemented the standard by December 31st 2018. The legislation puts added pressure on organizations to ensure that documentation on employees formal and informal education and skills are authentic, traceable and of use. The standard and its legislation increases the significance of information management in organizational context

**13:10-13:40** Laufey Axelsdóttir, doktorsnemi í kynjafræði: Justice vs. Utility? Managers' Support for Gender Quotas: Lessons from Iceland. Leiðbeinandi: Þorgerður Einarsdóttir.

Lack of gender diversity in business leadership has received worldwide attention. Researchers have directed their attention to the use of gender quotas on company boards, and to find ways to increase the number of women in executive management. In my presentation I will discuss how top-managers in the country argue gender balance in senior management, and if their arguments predict attitudes towards gender quotas as a strategy to increase gender balance in executive management. The analysis draws on quantitative dataset of 504 managers (138 women and 366 men) in the 250 biggest

companies. In order to shed light on the discussion, justice and utility arguments are utilized. The findings indicate that views are more nuanced than previously shown, and the importance to use both justice and utility logic to increase gender diversity in corporate leadership. The findings show that when board quotas apply to corporate boards, managers do not rely on the quotas to increase gender balance in executive management. This might indicate a resistance against quotas among business managers as it does not mirror attitudinal changes in this respect.

**13:40-14:10** Alvin Slewion Jueseah, doktorsnemi í hagfræði: Bio-economic assessment and its application to the Liberian Fisheries. Leiðbeinandi: Ragnar Árnason.

Liberia is endowed with valuable demersal and pelagic marine fishery resources, which are mainly exploited by small-scale artisanal fishing crafts and a few industrial vessels. The fisheries, primarily the artisanal sector, provide employment and income for nearly 37,000 Liberians. While the industrial fishery is subject to strict entry regulations and other management measures, the artisanal fishery is mostly arranged as a common property fishery. Among other things in the artisanal fishery, entry is free for all and fishing effort unconstrained. Therefore, potential net economic benefits from the harvesting activities are squandered by excessive stock exploitation and fishing effort.

This paper attempts to identify optimal fishing effort and harvesting trajectories for the main fleet segments operating in the fisheries and calculate the resulting fish stock evolution and present value of economic benefits. Applying empirical data from the Liberian and, when these are inadequate, established estimates from other comparable fisheries, the paper estimates a discrete time, dynamic, aggregative fisheries bio-economic model that complies with standard fisheries economic theory. This model is used to obtain an estimate of the net economic benefits in the fishery in 2016. Monte Carlo simulation methods are subsequently used to obtain reasonable confidence limits for that estimate. The study found that, in 2016, aggregate net benefits was estimated at US\$ 6.5 million and the Kru, Fanti and Trawler realized average annual benefits per boat of around US\$ 990, US\$ 4,820 and US\$ 209,550 respectively.

The next step will be to use the same bio-economic model to approximately calculate optimal paths and the resulting fishing effort and net economic benefits.

**14:10-14:30 Kaffi**

**14:30-15:00** Finnborg Salome Steinþórsdóttir og Sveinn Guðmundsson, nýdóttorar ræða reynslu sína af doktorsnámi

**15:00-15:30** Jóhanna Gísladóttir, doktorsnemi í umhverfis- og auðlindafræði. Corruption risks in the forest management sector in Romania. Leiðbeinendur: Sigurbjörg Sigurgeirsdóttir, Kristín Vala Ragnarsdóttir og Ingrid Stjernquist.

Romania has undergone massive political and institutional changes over the last 30 years, since the fall of communist rule in the country. Even though the country has managed to improve significantly its socio-economic conditions, it repeatedly ranks among the most corrupt EU countries and about a

quarter of the population lives in poverty, the highest fraction in the EU. After the fall of communism, ownership of forests shifted gradually from public to private and since then, 366.000 ha of forests have been illegally harvested. The aim of this research was to investigate how corruption risks in the management of forests in Romania cause inefficiencies in resource use and incentivizes deforestation. This study also explored how perceptions of state institutions involved played a role in shaping people's ideas about the forest management, social trust and corruption. Nine semi-structured interviews were conducted in Romania in February 2017, followed up by an additional thirteen in May 2018. A variety of stakeholders were sampled, including elected representatives on both municipal and parliamentary level, journalists, NGO staff and activists, state officials, professors, forest administrators and workers in the forestry industry. The preliminary results suggest that following social media campaigns and media coverage, the public has been actively engaged in the fight against illegal logging. It also revealed that small-scale forest owners lack financial resources and at the same time struggle to follow the highly bureaucratic forest management code. These two aspects make small-scale forestry owners more likely to engage in illegal logging.

**15:30-16:00** Linda Sólveigar-Guðmundsdóttir, doktorsnemi í mannfræði: Exclusionary moments: Queer desires and migrants' sense of (un)belonging. Leiðbeinandi: Unnur Dís Skaptadóttir. Migration to Iceland has increased considerably in recent decades, and after the labour market was opened up to EU workers in 2006, migrants from countries in Central and Eastern Europe have become by far the largest immigrant group. The Nordic countries have increasingly been seen as a "safe space" for people with queer desires, and Iceland is no exception to that trend. This article discusses an under-researched area within queer migration studies: migrations from Central and Eastern Europe to a small population in Northern Europe, and their sense of belonging to their ethnic community, the queer community and wider Icelandic society. The overarching theme of this study is "exclusionary moments," while the sub-themes relate to social class (dis) identification, shame and emotional work, and participants' sense of (un)belonging. This study is based on semistructured interviews, and argues that shame is placed on participants through differential power structures, but also highlights participants' agency within those cultural scenarios. It applies theories of affect and emotions, and the concept of a global hierarchy of value, to demonstrate how exclusionary moments materialise in everyday settings.

**16:00-16:30** Eyrún Eypórsdóttir, doktorsnemi í mannfræði. "Do people in Iceland accept me as Icelandic? I don't know, I don't have blue eyes. I don't have white skin". Racialization of ancestral origin of Brazilians in the present. Leiðbeinandi: Kristín Loftsdóttir. Small group of Icelanders was among the millions that migrated to Brazil around the turn of the 20th century. They settled in the southern part of the country and quickly assimilated into Brazilian society, which was at the time heavily influenced by European migration. One hundred and thirty years later, descendants of the Icelandic immigrants established the Iceland Brazil Association to celebrate their ancestral origin and heritage. This paper discusses how these Brazilians of Icelandic origin define their positionality in the present, in relation to the intersection of different axis of identity, such as skin-color,

socioeconomic position, education, and ancestral origin. The paper argues that ideas of skin-color are very situational within this group, and whiteness becomes more important by the ones that have higher socioeconomic position. The paper is based on ethnographic fieldwork in Brazil and includes semi-structured interviews with 36 Brazilians of Icelandic ancestry and analyses of historical documents.

**16:30-19:00 Léttar veitingar í kaffistofu Odda, 2. hæð.**

Ráðstefnustjóri: Anna Guðrún Ragnarsdóttir doktorsnemi í hagfræði.